



Needs Assessment for Faculty and Staff Quality of Life

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ABSTRACT

- In collaboration with the Office of Human Resources, our group conducted a needs assessment of the Ithaca College faculty and staff. Through surveys and Nominal Group Processes, employees shared ideas on specific programs/services that would balance work and personal lives and improve their overall wellness.



METHODS



- A 24 item survey was created and sent through inter campus mail.
- The surveys were primarily based on likert-type scale questions, multiple choice questions, and one open ended question.
- We used the FitWell project from 2006 as a guide, and primarily referred to a pre-existing reliable survey that assessed worksite wellness. <http://welcoa.org/>
- We distributed 550 surveys through intercampus mail.
- Our return rate was 41%
- Our sample consisted of 225 participants, including both faculty and staff
- Additionally 8 nominal group processes were conducted with 28 participants in total.

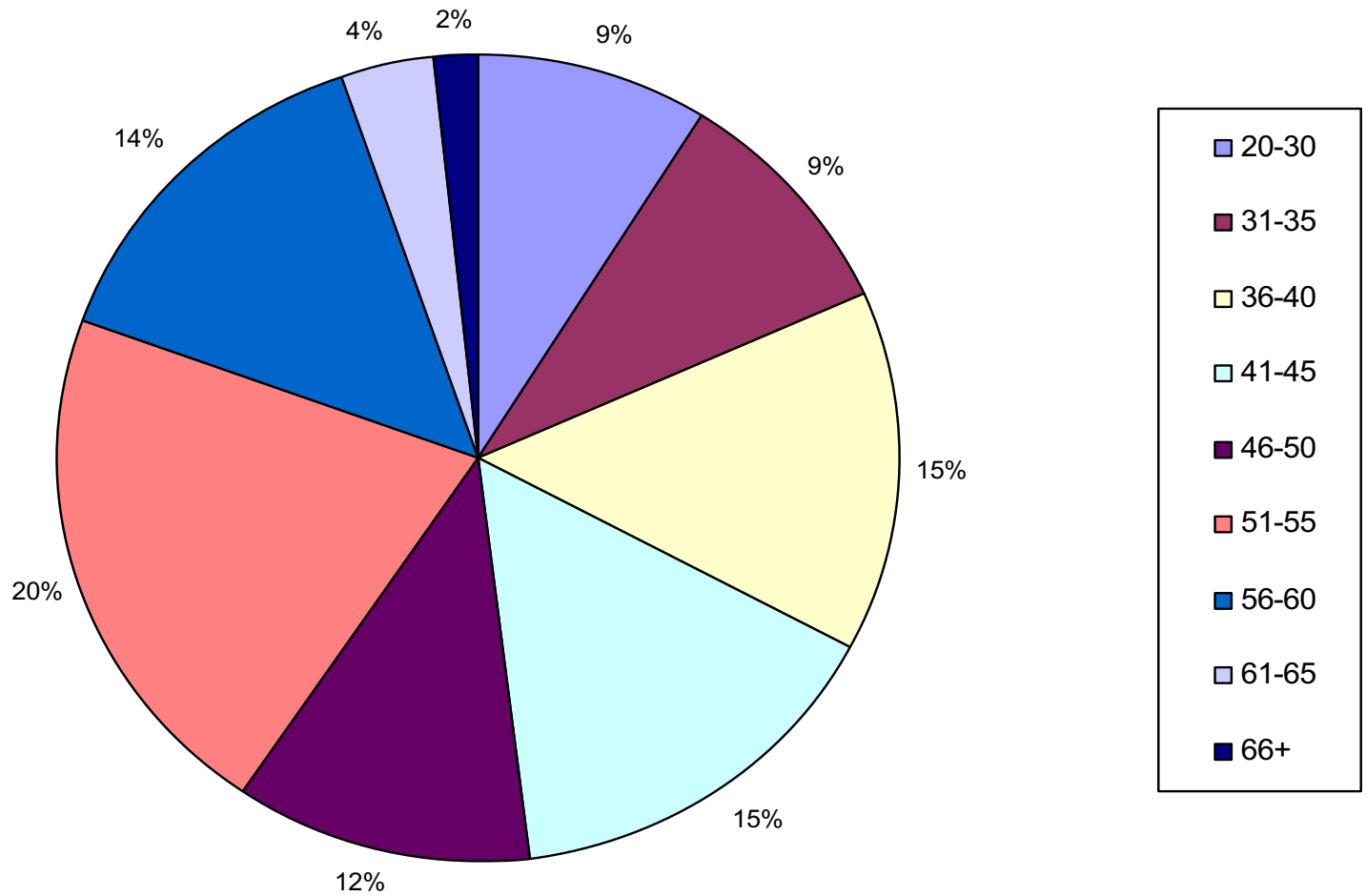
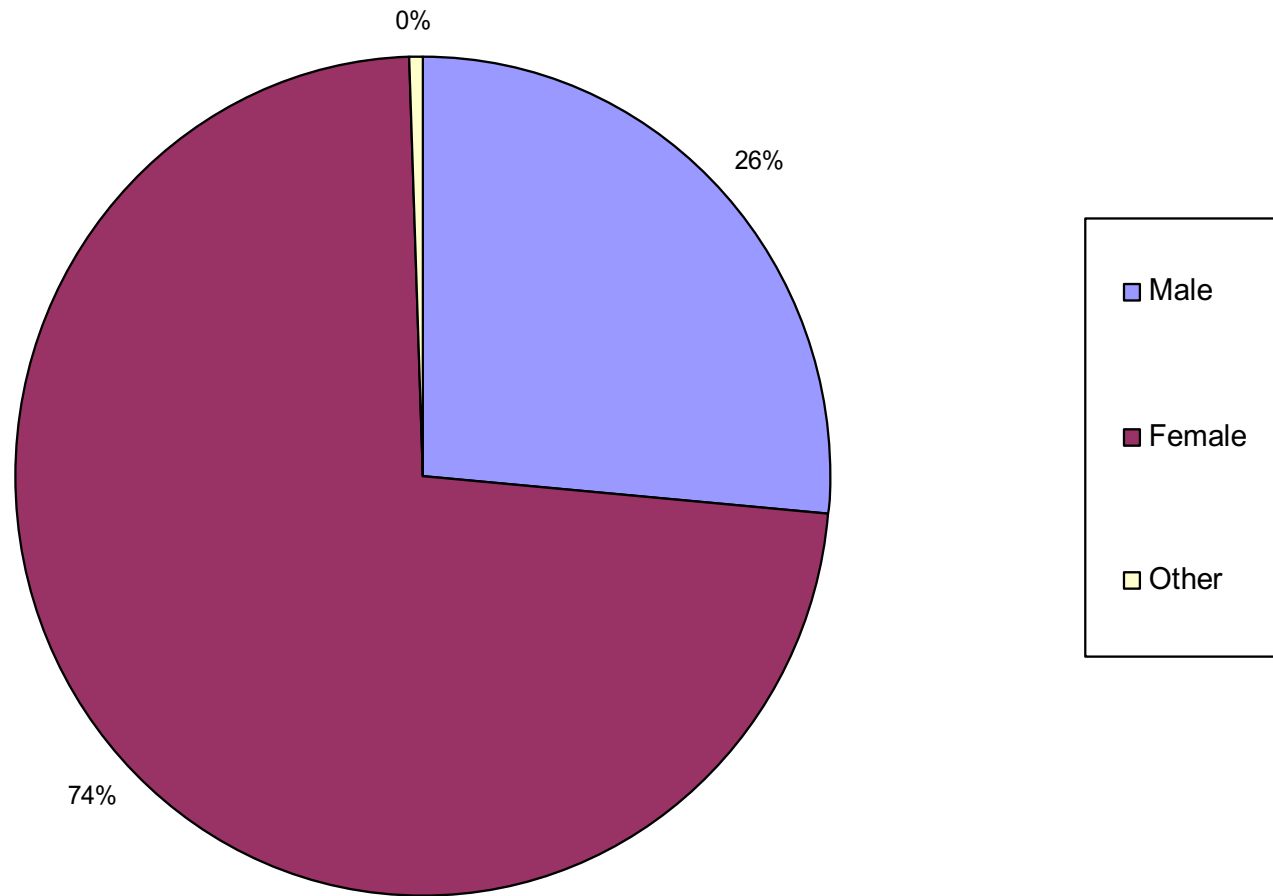


Figure 1. Age profile of Ithaca College Employees (N=225)



**Figure 2. Gender profile of Ithaca College Employees
(N=225)**

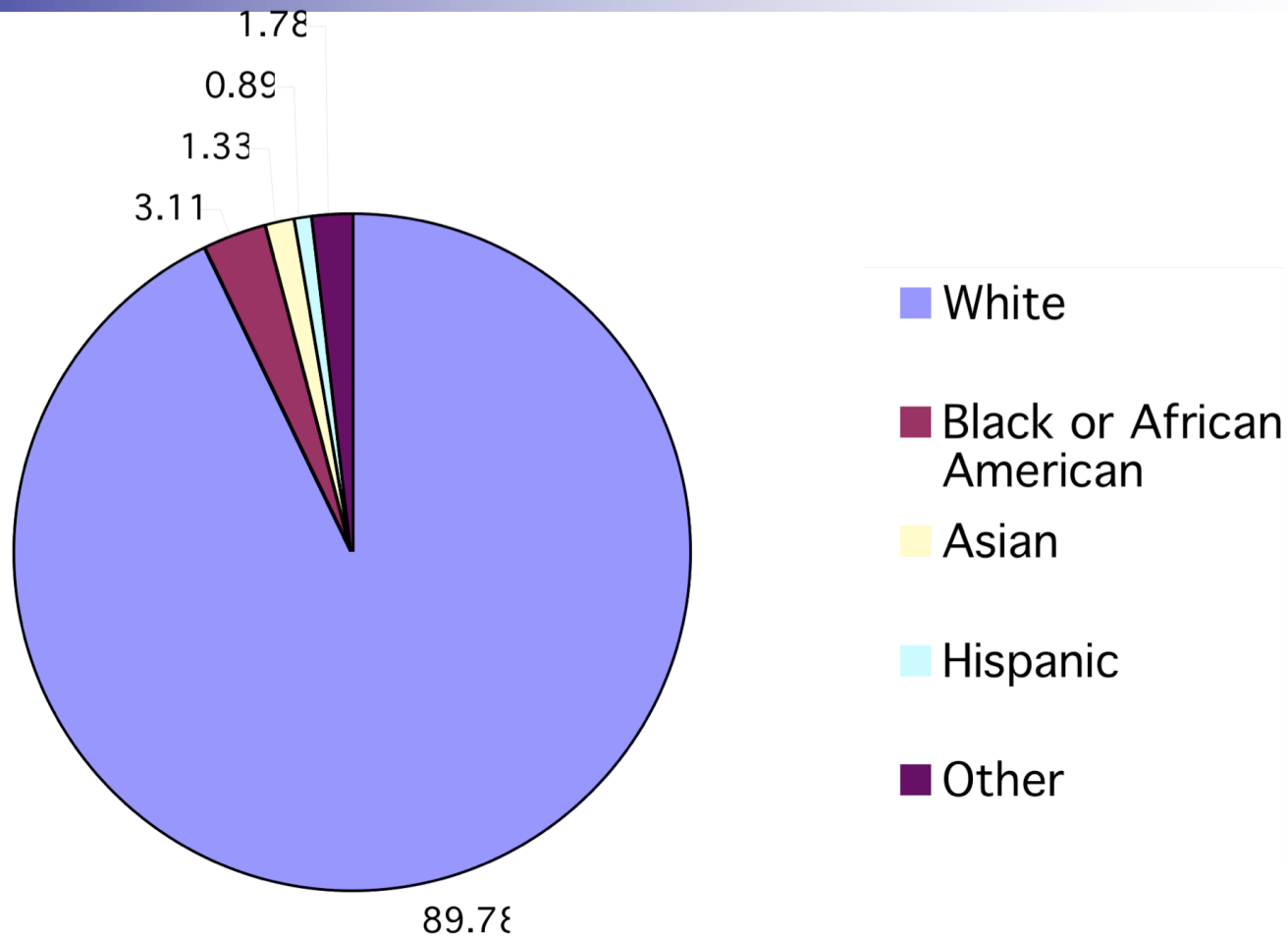


Figure 3. Ethnicity Profile of Ithaca College Employees (N=225)

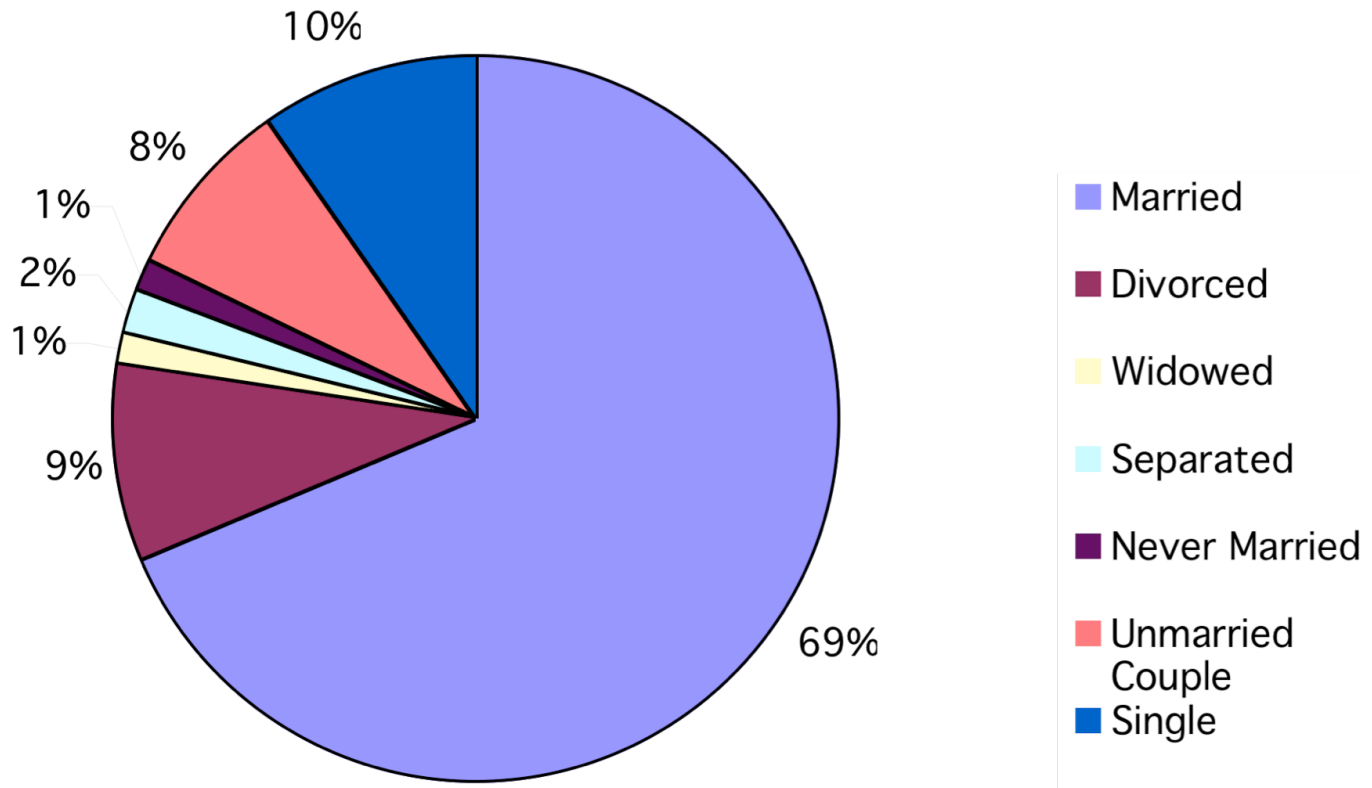


Figure 4. Marital Status profile of Ithaca College Employees (N=225)

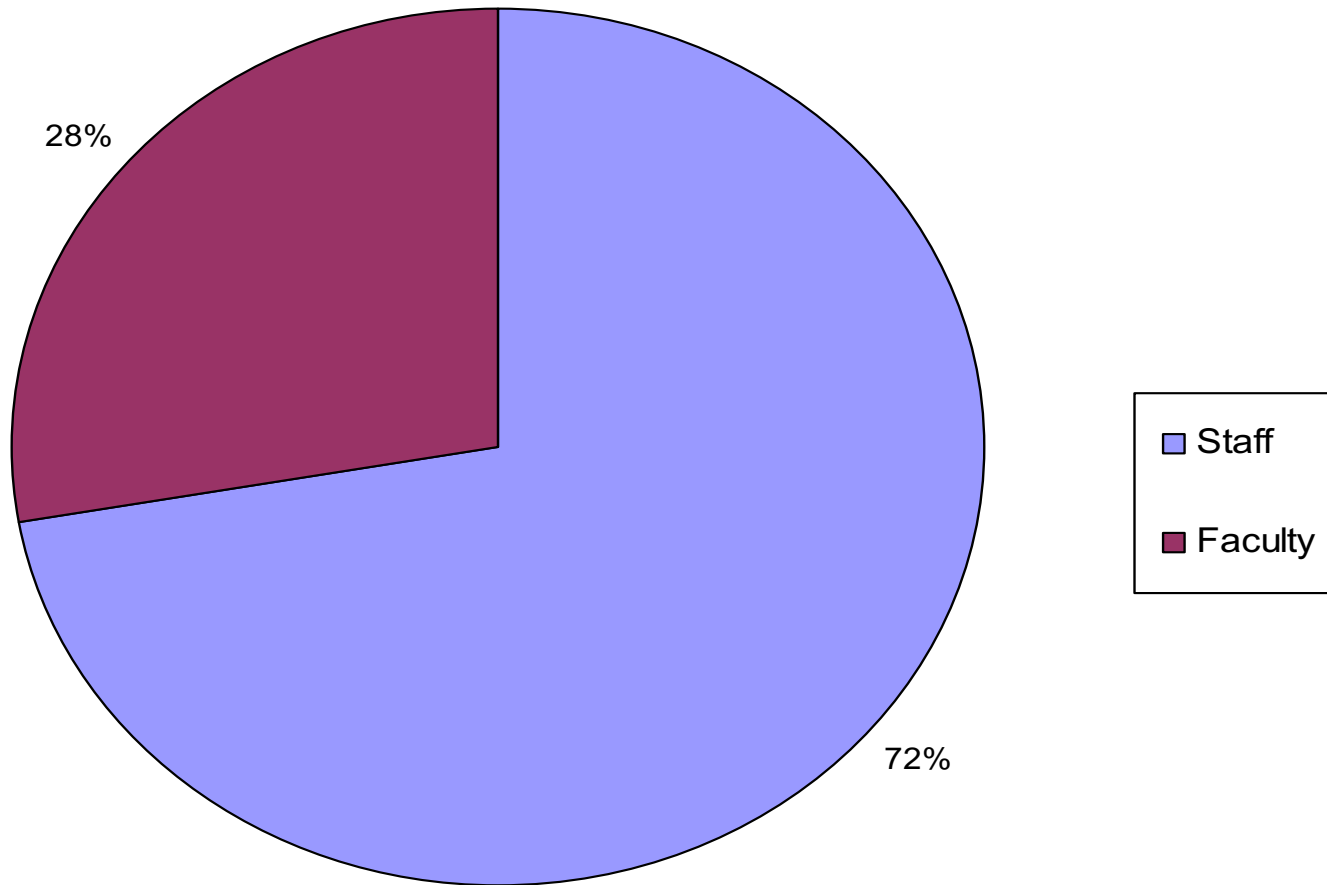


Figure 6. Employment profile of Ithaca College Employees (N=225)



Results

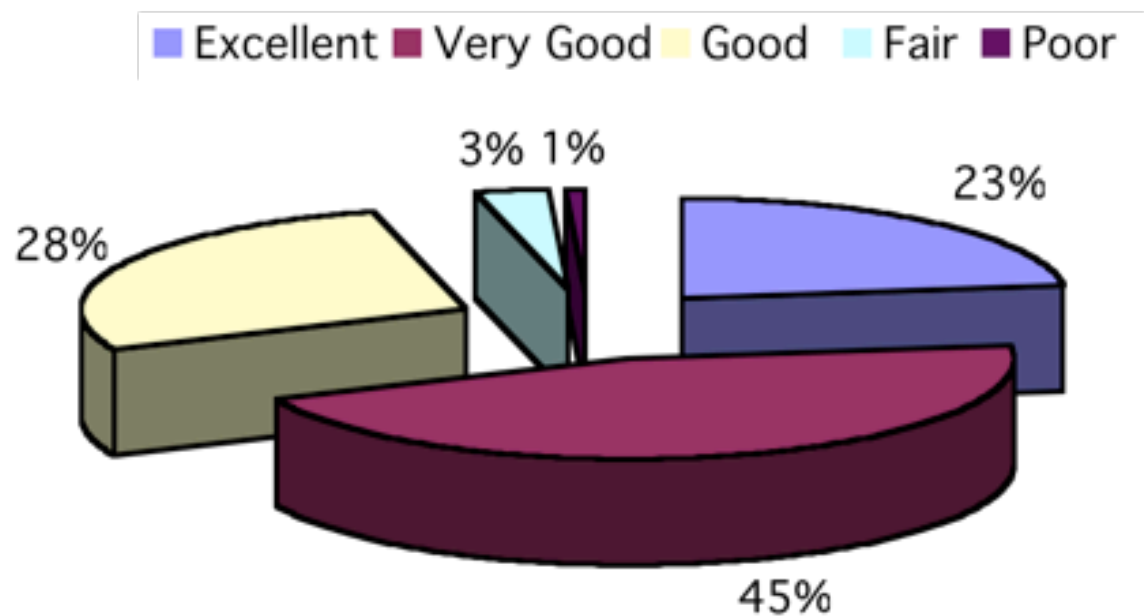


Figure 7: Overall Health profile of Ithaca College Employees (N=

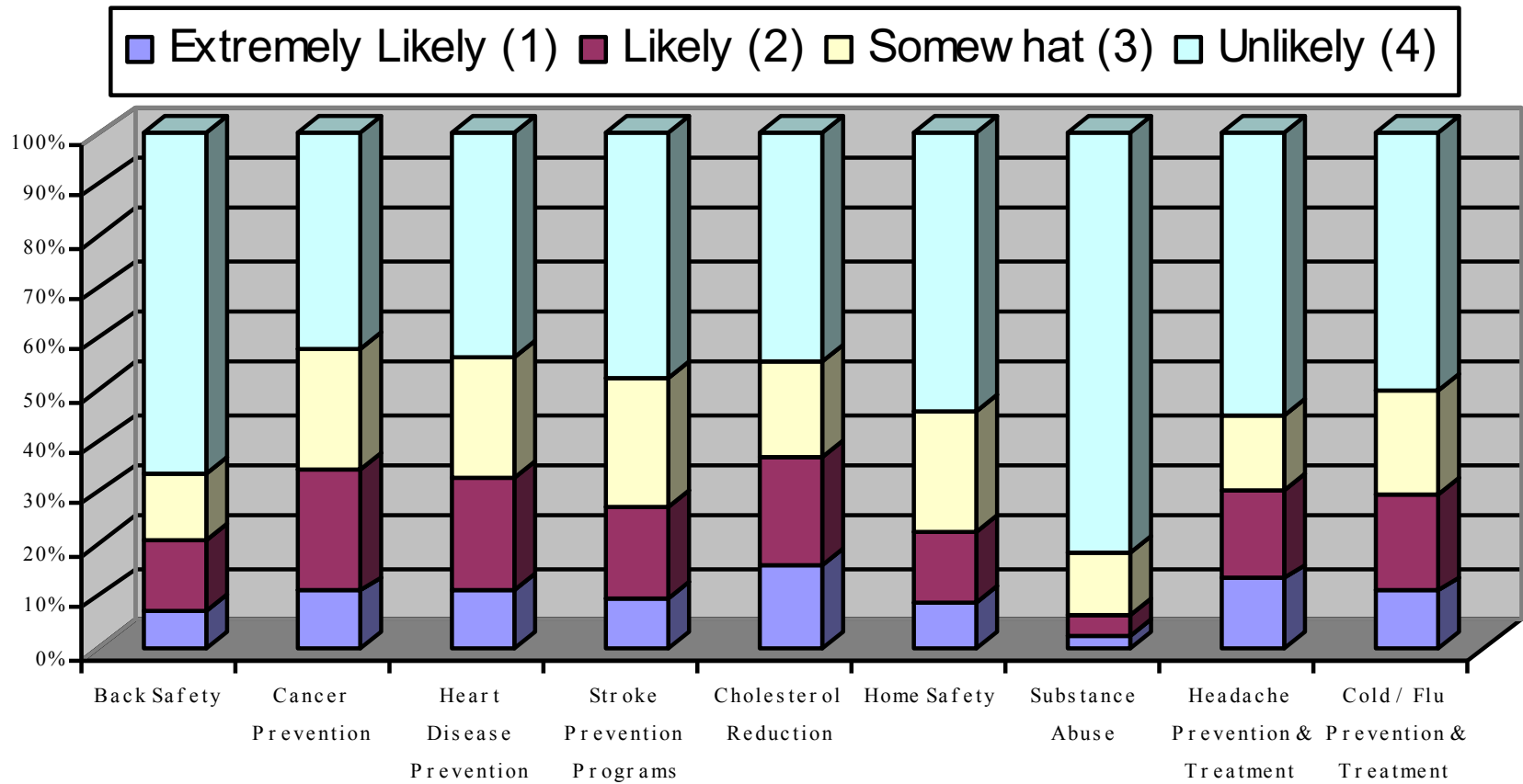
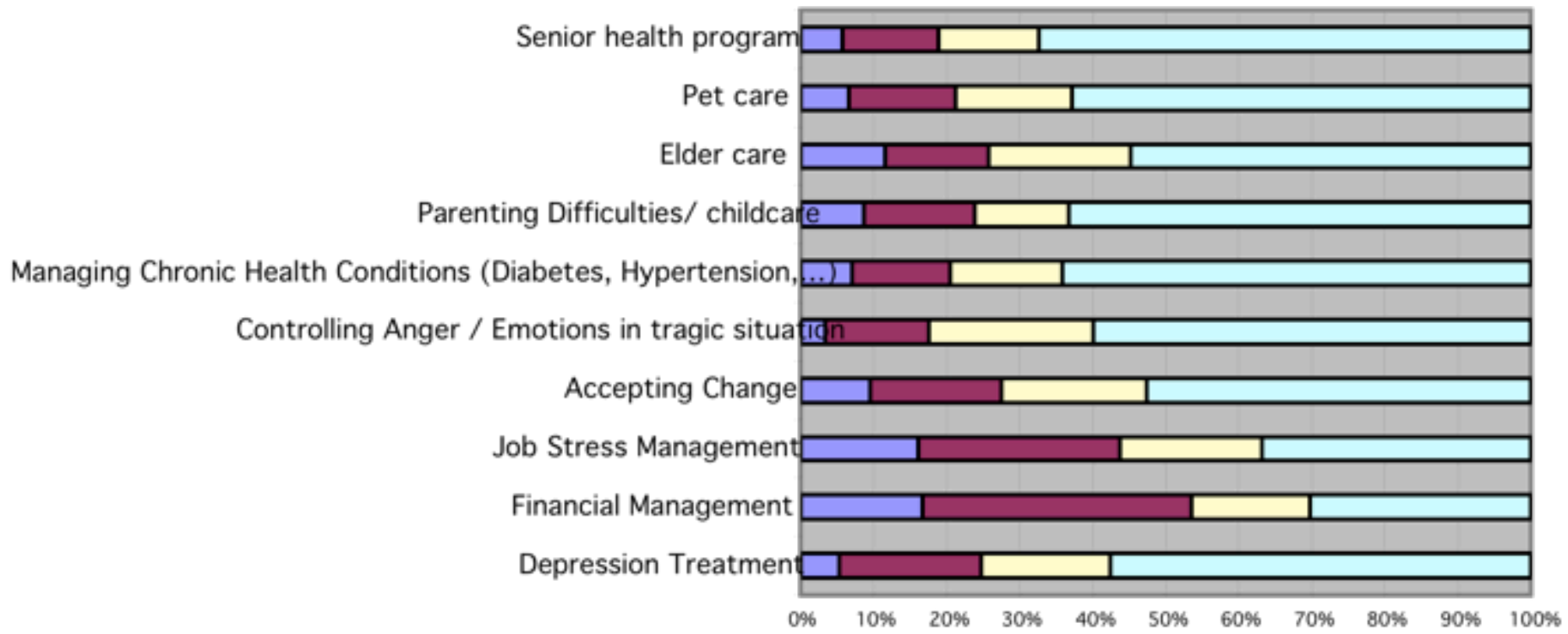


Figure 8: Educational Program profile of Ithaca College Employees (N=225)

■ Extremely Likely (1)
 ■ Likely (2)
 ■ Somewhat (3)
 ■ Unlikely (4)



**Figure 9: Employee Assitant Programs, profile of Ithaca College Emplo
 (N=225)**

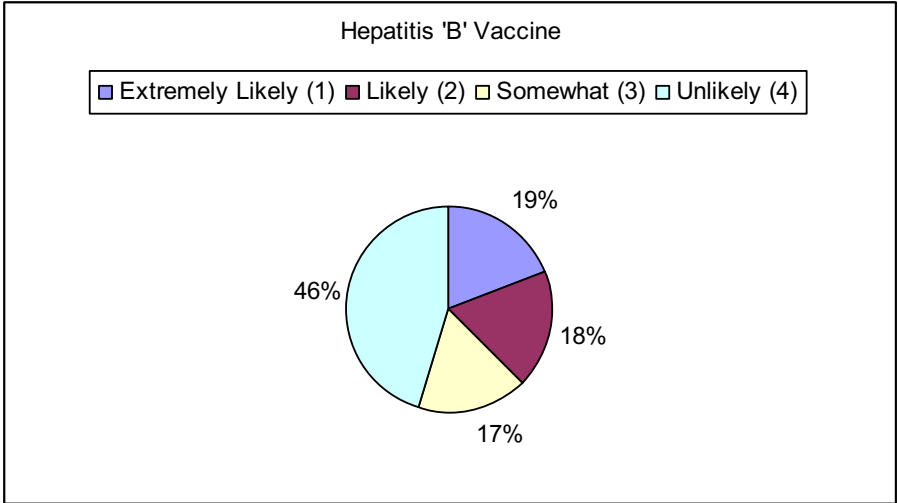
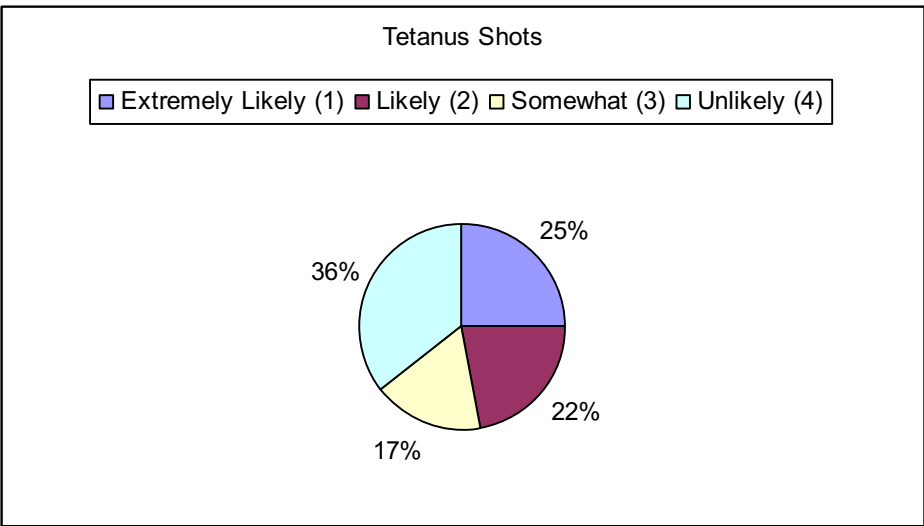
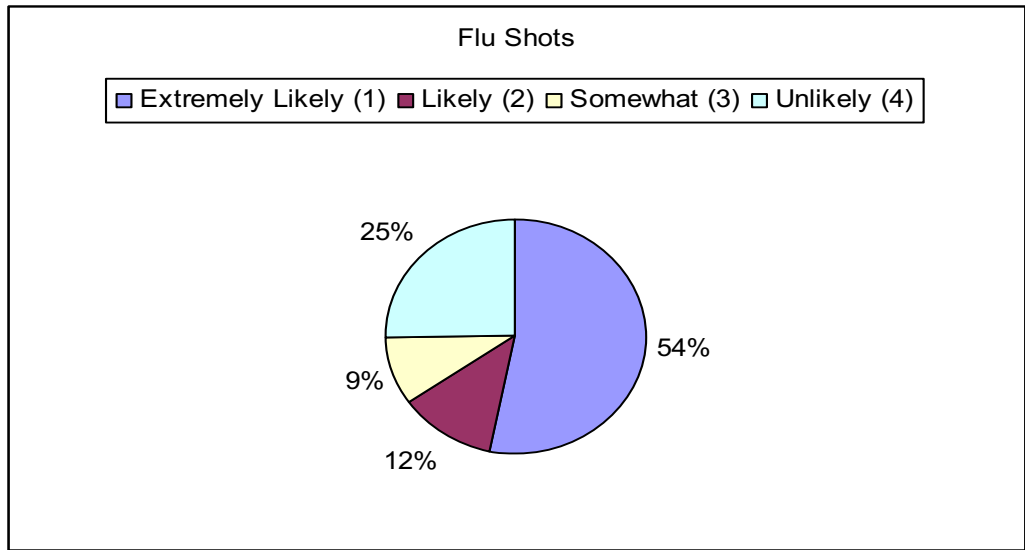


Figure 10: Immunization profile of Ithaca College Employees (N=225)

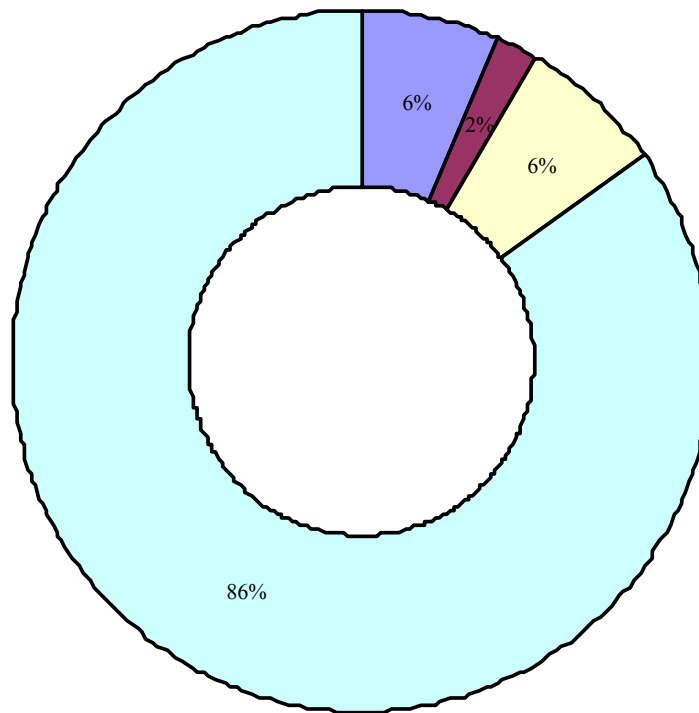
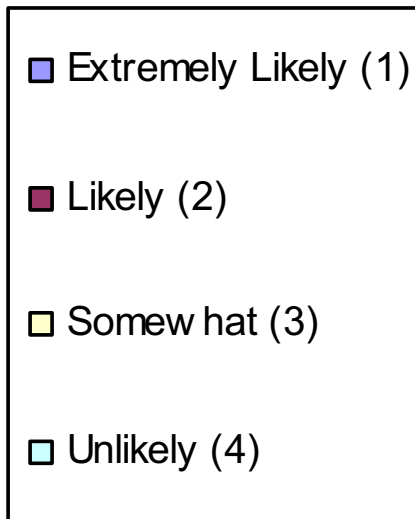
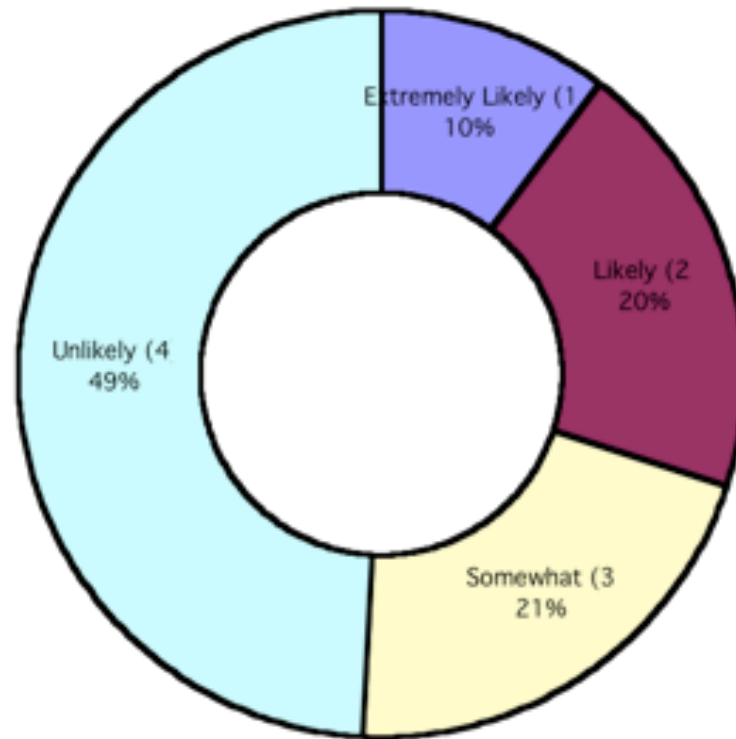


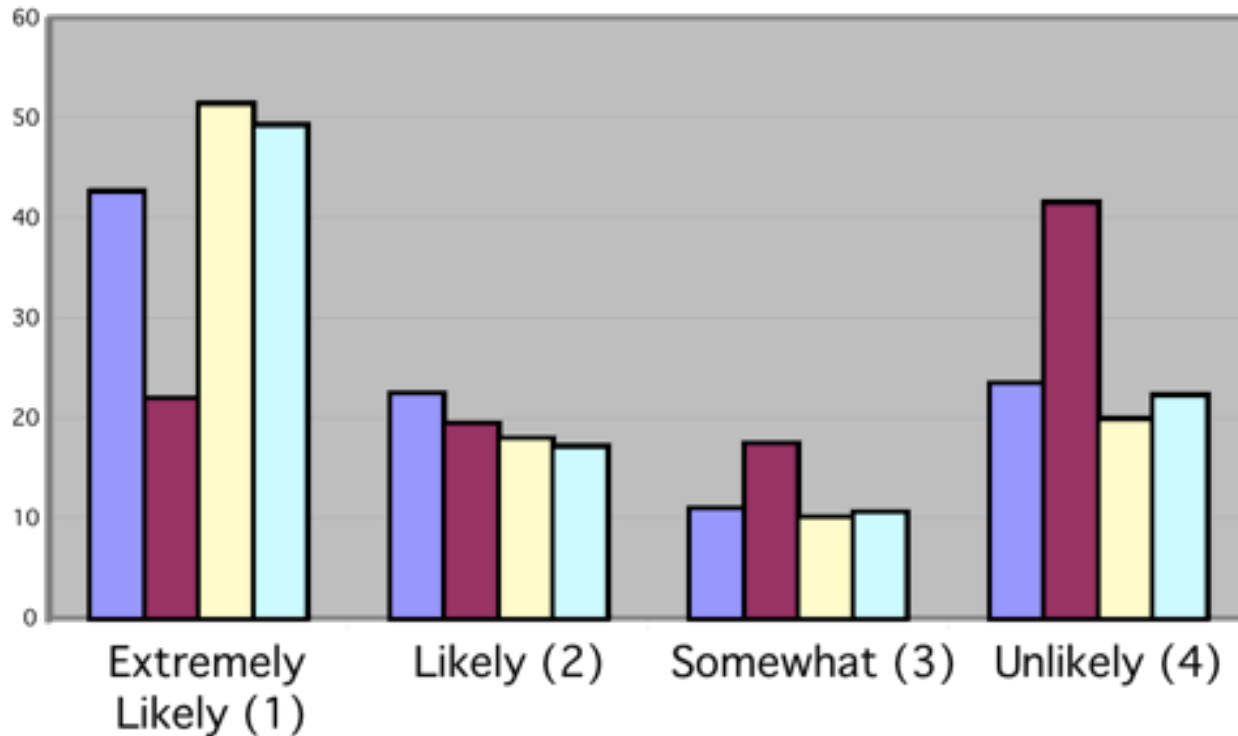
Figure 11: Smoking Cessation Programs (N=225)



■ Extremely Likely (1) ■ Likely (2) ■ Somewhat (3) ■ Unlikely (4)

Figure 12: Self-Help / Self-Care (N=20)

Figure 13. Flexible Time Program



- Release time for sickness
- Job sharing
- Release time for exercise
- Work from home in emergency



Final Comments

Survey Conclusions

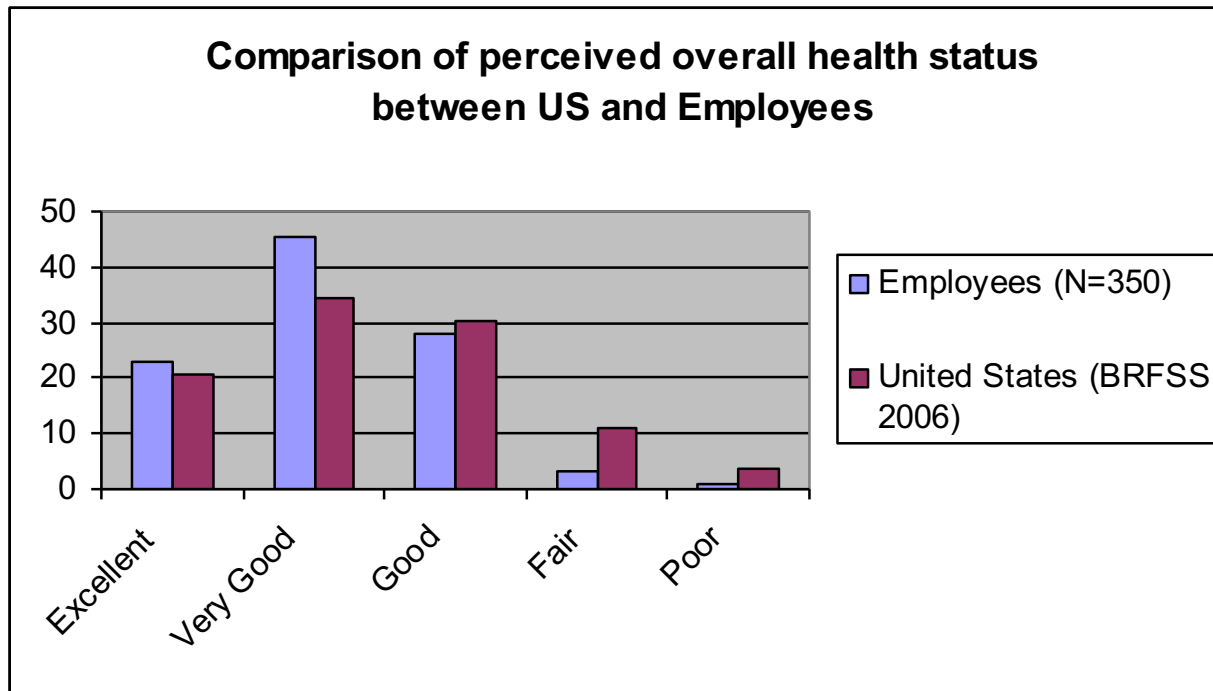


Figure 14.



Survey Conclusions Continued

■ **Educational Programs:**

- About 25% of those surveyed were likely to use a Cancer Prevention program, a Heart Disease Prevention program or a Cholesterol Reduction program.

■ **Employee Assistance Programs:**

- About 40% surveyed were interested in a Financial Management program.
- About 30% surveyed were also interested in a Job Stress Management program.

Survey Conclusions continued..

- **Periodic Screening:** 43.5% of those surveyed were extremely likely to take advantage of Blood Pressure Checks if offered.
- **Complementary Alternative Medicine Therapy:** Yoga and meditation were the top two choices (Approximately 20-30% were likely or extremely likely to use a yoga or meditation program).
- **Flexible Time Program:** The majority of those surveyed were likely or extremely likely to take advantage of release time for sickness and exercise, and work from home in an emergency.
- **Health Promotion Programs:** The majority of those surveyed are likely or extremely likely to participate in these programs during lunch at work or through using a year round health facility.



Survey Conclusions continued..

- **Fitness programs:** respondents were evenly split on whether or not they were likely or unlikely to use any of the programs (STRESS Testing, Onsite low impact exercise equipment, prescribed exercise programs, stretching programs, and walk-fit programs).
- **Immunization Programs:** Over 50% of those surveyed were extremely likely to get a flu shot if offered.
- **Nutrition Education:** Approximately 25-30% of those surveyed were either likely or extremely likely to take part in a nutrition program if offered (Healthy Cooking, Healthy Eating, Weight Management, etc).

NGP Conclusions (N=28)



- The nominal group process results show..
- #1. **Better health care programs-** Cancer prevention program, smokers program, obesity program, support groups, on campus screening, flexible guidelines at wellness center, etc. **(192)**
- #2. **Care for loved ones-** day care/child care/infant care, pet care **(144)**
- #3. **Flex Time-** shorter Fridays/ work week, work from home options, flexible schedules (lunch and leaving time), etc.**(125)**
- #4. **Better health insurance-** insurance for other modalities, healthcare for retired faculty and staff, coverage for opposite sex unmarried couples, etc. **(124)**
- #5. **Sick/Vacation time-** ability to donate or share sick/vacation time, partially paid medical leave, sick time incentive, etc. **(88)**
- #6. **Transportation/travel support/parking-** better parking, more transportation options, increase travel budget, shuttle busses, etc.**(86)**

NGP Conclusions continued...

- #7. **Paid Time off-** time off for campus involvement/ exercise, 2 hours a week to exercise (not during lunch), non-gender specific maternity leave **(86)**
- #8. **Tuition remission-** employee financial aid for courses off campus, tuition remission to cover graduate PT program, tuition remission for extended family and other relatives, etc. **(72)**
- #9. **Diversity support-** mentoring program for faculty of color, more efforts to retain faculty of color, etc. **(69)**
- #10. **Lessen employee work load-** work load conflicting with family life, faculty class size should be reasonable, **(54)**

NGP- some items that did not make the final list...

- **Supervisory Evaluation Program-** job related reporting system, supervisors on same page, consistency b/w supervisors, supervisor training, etc.
- **Financial/Investment Education-** restructuring TIA counseling, seminars for staff about investment options.
- **Employee discounts-** discount days at local retailers, employee discount at dining halls, higher discount for children's recreation/sport camps.
- **Better nutrition options-** healthier eating options, dietitian, more veggie options with protein in campus center, etc.
- **Faculty & staff lunch room-** lunch room lounge, lunch room in hill center

Written comments from surveys

- No cost/ lower fee wellness center (14)
- Programs geared towards and with others with same age range, goals, interests, health issues, fitness level. Most classes offered by wellness center are too intense (cycling, cardio, kickboxing) (8)
- Competitions/incentives/ Low health insurance cost as an incentive Little gift certificates for healthy snacks/ items- maybe every so often (i.e. Gift certificate for a small smoothie) or something fun (i.e. free movie rental) (7)M
- Multiple places/sites or central locations/ Easy access to programs (7)
- Supervisor/management allowed me to/ If someone makes it clear to supervisors that people can attend and not make them feel guilty for doing so. (7)

Written comments from surveys continued...

- Less of a work load on everyday basis/ Not having the work pile up while away from the office attending these workshops/ classes (6)
- Seeking wellness/balance/health/ improving my life/ longevity (6)
- A partner/ friend to go with/ team spirit (3)
- publicity of programs& services/ an invitation (3)
- Therapeutic massage (2)
- Ways to reduce stress from job would be very beneficial to work life (If info learned can actually be applied to work environment) (2)



Study weaknesses

- A larger sample would have been a better representation of the total population. The ratio of faculty to staff may have had an effect on the outcome.
- A greater amount of time would have allowed for a more complete review of the data analysis.
- Nominal group process participants were instructed to work individually when asked to list their ideas, however, some participants may have been influenced by the responses of others

Overall Recommendations

- Faculty and staff would be more aware of the current services and programs if there was an increase in publicity.
- According to the results from 8 nominal group processes, the following proposals would improve employees' quality of life:
 - A variety of health programs including complementary modalities
 - Care for loved ones
 - More flex time
 - Better health insurance
 - Sick/vacation time
 - Better parking/transportation
 - More paid time off for campus involvement
 - Tuition remission
 - Diversity support
 - A decrease in employee workload at Ithaca College

Overall Recommendations continued...

- Most importantly, the nominal group processes, surveys, and written comments showed that faculty and staff would use the Wellness Center to exercise if the hours were more conducive to their work day and load.
- From the quality of life surveys we found that the majority of respondents were very much interested in the following programs:
 - Periodic health screenings I.e. blood pressure checks
 - Flexible time programs
 - Health promotion programs
 - Immunization programs (especially the option of flu vaccinations)
 - Employee assistance programs.
- This shows that faculty and staff would like to better their health, but that there may be some barriers to doing so, such as time and availability. We need to consider these barriers and take a closer look at this aspect.

Recommendations for future students

- Start project early and use your time wisely
- Delegate roles and responsibilities
- Communicate with your group members and service learning partner
- Keep everyone “on the same page”
- Work closely with instructor/community partner
- Update materials using Google documents



Acknowledgements

- Our group would like to express our appreciation to certain individuals and offices that made this project possible; specifically Dr. Srijana Bajracharya, Ms. Robin Davis, the Human Resources department, Rebecca Ginsburg and Lauren Katz, and the hundreds of participants who completed and returned surveys and attended Nominal Group Process sessions. We are thankful for your effort, time, and creative ideas on ways we can improve the quality of life at Ithaca College.

Thank you!